Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

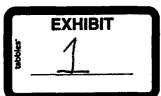
INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
09-CA-191313	January 17, 2017	

		·	
File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurring or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer	EMPLOTER AGAINS! WHOM CHARGE	b, Tel. No.	
LEGGETT & PLATT INC.		859-744-4626	
		c, Cell No.	
d. Address (street, city, state ZIP code)	s. Employer Representative	f. Fax No.	
101 NEW ST.	STEVEN DAY- HR MANAGER		
WINCHESTER, KY 40391		g. e-Mail	
		h. Dispute Location (City and State)	
		WINCHESTER, KY	
i. Type of Establishment (factory, nursing home,	J. Principal Product or Service	k. Number of workers at dispute location	
hotel) MANUFACTURING	FURNISHINGS - COMMERICAL & RESIDENTIAL	294	
		e meaning of section 8(a), subsections (1, 5) of the National	
Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are			
unfair practices affecting commerce within the mea 2. Basis of the Charge (set forth a clear and concise state			
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PLEASE SEE ATTACHMENT.	·		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
International Association of Machinists and Aerospace Workers, AFL-CIO			
4a. Address (street and number, city, state, and Zil		4b. Tel. No.	
		(817) 505-0100	
690 E Lamar Blvd, Suite 580 Arlington, Texas 76011		4c. Cell No.	
		4d. Fex No.	
		(817) 459-0107	
		49. e-Mail	
5 Full same of retional or interactional labor aroas	tration of which it is an affiliate or constitute	of truit (to be filled in when charms is filed by a labor	
 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filled by a labor organization) 			
International Association of Machinists	and Aerospace Workers, AFL-CIC	,	
6. DECLARATION		Tel. No.	
I declare that I have read the above charge an	d that the statements are true to the bea		
my knowledge and belief.	<i>y</i> - <i>y</i>		
	Ramon A. Garcia,	Call No. (904) 803-9996	
Tomas H. Daic	Grand Lodge Rep.		
(signature of representative or person making ch	arge) Print Name and Title	Fax.No.	
Address; 690 E. Lamar Blvd., suite 580.	Date: 1/12/2017	(817) 459-0107	
Arlington, TX 76011	U010. 1112/2017	gercia@ismaw.org	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1081)
PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request, Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



ATTACHMENT:

On or about November 28, 2016, the above-named Employer, through its officers, agents and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Leggett and Platt, Incorporated in the exercise of their rights guaranteed in Section 7 of the Act.

On or about November 28, 2016, the above-named Employer, by its officers, agents and representatives, circulated a petition to decertify the Union on company time. Offers were made of raises, improved health care, 401k and vacation as a condition to decertify the Union. Employees were harassed and coerced during work time to sign a petition to decertify the Union.

Since on or about January 11, 2017 and at all times thereafter, the Employer, by its officers, agents, and representatives, has refused to bargain in good faith with the International Association of Machinists and Aerospace Workers, AFL-CiO, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment.

Specifically, a letter was sent by Branch Manager Chuck Denisio stating the company would no longer recognize the IAMAW as the employees bargaining agent. The company refuses to bargain for the upcoming negotiations and is withdrawing recognition upon the expiration of the current agreement on February 28, 2017. The company is now and continues to refuse to bargain or recognize the IAMAW as the employee's representative.